DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR 1515 "S" STREET, NORTH BUILDING, SUITE 400 SACRAMENTO, CA 95814-7243



January 3, 2008

The Honorable Denise Ducheny Chair, Joint Legislative Budget Committee State Capitol, Room 5035 Sacramento, California 95814

Re: Bargaining Units 4 (Office and Allied), 17 (Registered Nurses), 20 (Medical and Social Services)—SEIU; and 16 (Physicians and Dentists)—UAPD

Addenda to Memoranda of Understanding—Fiscal over \$250,000

This is to advise you that on December 20, 2007, and December 21, 2007, five addenda to memoranda of understanding were agreed to by the Department of Personnel Administration and state Bargaining Units 4, 16, 17, and 20. These addenda will be incorporated into subsequent memoranda of understanding. The provisions of the addenda will be effective January 1, 2008, upon approval by the Legislature and upon ratification by the union membership.

These addenda pertain to medical professionals working in the Departments of Mental Health (DMH), Developmental Services (DDS), and Veterans' Affairs (DVA), and are intended to provide a degree of salary equity with salaries paid to medical professionals working in the Department of Corrections and Rehabilitation (CDCR) as a result of *Perez, Plata*, and *Coleman* court decisions.

All of the attached agreements share several common specifics:

- They are applicable to medical professionals at DMH, DDS, and DVA.
- As of January 1, 2008, the employees covered by the agreements will achieve increases to salary ranges to within 10 percent of salaries paid, as of the beginning of FY 2007/2008, to the same or similar employee classes at CDCR.
- As of January 1, 2009, the employees covered by the agreements will achieve increases to salary ranges to within 5 percent of salaries paid, as of the beginning of FY 2007/2008, to the same or similar employee classes at CDCR.
- These increases shall provide full compensation through June 30, 2010.
 Therefore, when contract negotiations take place in 2008 for new contracts for these bargaining units, the employee groups covered by these agreements will not be included in those negotiations.
- The increases shall be subject to prorated PERS-ability. Specifically, increases below 15 percent will be fully PERS-able; increases between 15-30 percent shall be PERS-able over two years; and increases above 30 percent shall be PERSable over 3 years.

Page 2 January 3, 2008 BU 4, 16, 17, & 20- Addenda

Bargaining Unit 4 (Office and Allied)

This agreement pertains to Health Records Technologists, which are the same as, or similar to, classes affected by the *Plata* court decisions.

Bargaining Unit 16 (Physicians and Dentists)

This agreement pertains to Dentists, which are the same as classes affected by the *Perez* court decisions. These employees received increases in 2007 to within 18 percent of the CDCR dentists; however, a subsequent agreement was necessary to provide parity with the increased salaries being provided to the other affected bargaining units.

Bargaining Unit 17 (Registered Nurses)

This agreement pertains to Registered Nurses, Surgical Nurses, Nurse Instructors, Health Services Specialists, Nurse Consultants, Public Health Nurses, and Nurse Practitioners, which are the same as, or similar to, classes affected by the *Plata* court decisions.

Bargaining Unit 20 (Medical and Social Services)

There are 2 agreements for this bargaining unit.

One agreement pertains to Pharmacy Technologists, Radiological Technicians, and Licensed Vocational Nurses, which are the same as, or similar to, classes affected by the *Plata* court decisions.

The second agreement pertains to Dental Assistants and Hygienists, which are the same as, or similar to, classes affected by the *Perez* court decisions.

If you have any questions regarding this addendum, please contact Pamela Schneider, Legislative Coordinator, at 327-2348.

Sincerely,

David A. Gilb

Director

Attachments

Members CC: Joint Legislative Budget Committee Elizabeth Hill, Legislative Analyst LAO Jason Dickerson, Consultant Office of the Legislative Analyst Jody Martin, Principal Consultant Joint Legislative Budget Committee Diane Ducay, Program Budget Manager Department of Finance Michael Prosio, Deputy Legislative Secretary Governor Schwarzenegger Dianne Cummins, Chief Fiscal Policy Advisor Office of the Pro Tem Charles Wright, Chief Consultant Office of the Pro Tem

Office of the Pro Tem

Craig Cornet, Budget Director

Office of the Speaker

Greg Campbell, Chief Consultant Office of the Speaker

Seren Taylor, Staff Director Senate Republican Fiscal Office

Chantele Denny, Consultant Senate Republican Fiscal Office

Peter Schaafsma, Staff Director Assembly Republican Fiscal

Anthony Archie, Consultant Assembly Republican Fiscal Office

Daniel Alvarez, Staff Director Senate Budget Committee

Brian Annis, Consultant Senate Budget Committee

Adam Dondro, Staff Director Assembly Budget Committee Bob Franzoia, Staff Director Senate Appropriations Com.

Maureen Ortiz, Consultant Senate Appropriations Com.

Geoff Long, Chief Consultant Assembly Appropriations Com.

Brad Williams, Consultant Assembly Appropriations Com.

Suzanne Sutton, Consultant Senate Republican Caucus

Terry Mast, Chief Consultant Assembly Republican Caucus

David Felderstein, Consultant Senate PE&R Committee

Karon Green, Chief Consultant Assembly PERS&S Committee

Alene Shimazu, Fiscal Manager Office of Financial Management DPA

Jacquelyn Cervantes, LRO DPA

Patrick Gage, LRO DPA

AGREEMENT REACHED ON DECEMBER 20, 2007 BETWEEN THE DEPARTMENT OF PERSONNEL ADMINISTRATION AND SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) (BARGAINING UNIT 17) CONCERNING

SALARY INCREASES FOR DDS, DMH, & DVA (PLATA EQUITY) MEDICAL CARE CLASSIFICATIONS

Salary

This agreement amends the current agreement between the State and the SEIU and supersedes Article 11, Section 11.1 of the BU 17 MOU; the salary increases provided in this agreement are full compensation thru June 30, 2010. It is agreed that the State will extend the schedule of pay proposed for medical care classes, as indicated in the attached salary chart to the Department of Mental Health, Department of Developmental Services and Department of Veteran's Affairs employees. The salary range changes shall be effective January 1, 2008 and January 1, 2009 as outlined in the attached chart.

Effective 1-1-08, classifications on the attached reflect the new salary range increases bringing these classifications to 10% below the current salaries of CDCR. Effective 1-1-09, classifications on the attached reflect the new salary range increases bringing these classifications to 5% below the current salaries of CDCR.

Movement to new salary on 1-1-08, will be based on:

- 1. start with the employee's current base monthly rate;
- 2. add in any monthly recruitment and retention differentials the employee currently receives;
- 3. if the employee is at a facility that receives the \$2400 annual R&R, add in an extra \$200/month;
- 4. the employee's base rate will be the above combined amount, multiplied by the salary range percentage increase for 1-1-08, listed on attachment for their classification;
- 5. employees will retain their current MSA date;
- 6. following the initial 1-1-08, placement, employees will move through the salary ranges based on current MSA rules.

No employee will be placed below the minimum rate or above the maximum rate of the new salary ranges.

Employees whose current maximum pay and pay differentials put their total salary above the new maximum salary of the new salary range will continue to receive that salary in a pay equity adjustment.

Effective 1-1-09, employees who have been at the maximum salary rate for 12 months will receive the maximum salary rate as identified on the attached.

Retirement Contributions

These salary increases will be subject to retirement contributions for both the State and the affected employees, as follows:

- Salary increases below 15% shall be fully PERSable.
- Salary increases between 15% 30% shall be implemented in stages over a twoyear period.
- Salary increases-above 30% shall be implemented in stages over a three-year period.

Ratification

This agreement will be effective when all of the following are met:

- The tentative agreement is approved by the Legislature
- The expenditure of funds is approved by the Legislature
- The agreement is ratified by SEIU represented DMH, DDS, DVA Unit 17 eligible employees.

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Department of Personnel Administration SEIU Plata Equity 1/1/08 Max and 1/1/09 Max

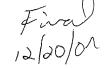
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	1														
R17	8094	REGISTERED NURS/SF	DDS	PORTERVÍLLE DC	5	6239	0	6239	6623	7665	22.86%	7318	8030	4.76%	28.71%
R17	8094	REGISTERED NURS/SF	DMH	ATASCADERO SH	255.9	6239	1022	7261	6623	7665	5.56%	7,318	8030	4.76%	10.59%
R17	8094	REGISTERED NURS/SF	DMH	COALINGA TREATMENT FAC	53.8	6239	1022	7261	6623	7665	5.56%	7,318	8030	4.76%	10,59%
R17	8094	REGISTERED NURS/SF	DMH	METROPOLITAN SH	160	6239	1022	7261	6623	7665	5.56%	7,318	8030	4.76%	10.59%
R17		REGISTERED NURS/SF	DMH	NAPA SH	307.8	6239	1022	7261	6623	7665	5.56%	7,318	8030		10.59%
R17	8094	REGISTERED NURS/SF	DMH	PATTON SH	340.6	6239	1022	7261	6623	7665	5.56%	7,318			10.59%
R17	-	REGISTERED NURS/SF	DMH	SALINAS VALLEY PSYCH PR	35	6239	1258	7497		8451	12.73%	7,648	8853	4.76%	18.09%
R17	8094	REGISTERED NURS/SF	DMH	VACAVILLE PSYCH PR	52	6239	1022	7261	 	7665	5.56%	7,318	8030		10.59%
R17	1	SURGICAL NURSE I	DMH	NAPA SH	1	6259	1022	7281		7446	2.27%	6,770	7801	4,77%	7.14%
R17	 	SURGICAL NURSE I	DVA	VETERANS HOME	3	6259	200	6459	 	7446	15.28%	6,770	7,801	4.77%	20.78%
R17	 	NURSE INST	DDS	AGNEWS SH	2	6877	200	7077	 	8022	13.35%	7293	8404	4.76%	18.75%
R17		NURSE INST	DDS	FAIRVIEW SH	3	6877	0		 	8022	16.65%	7293	8404		22.20%
R17		NURSE INST	DDS	PORTERVILLE SH	3	6877	0		 	8022	16.65%	7293	8404		22.20%
R17	·	NURSE INST	DDS	SONOMA SH	1	6877	0			8022	16.65%	7293	8404	4.76%	22.20%
R17		NURSE INST	DDS	SOUTHERN CA FACILITY	1	6877	0	l		8022	16.65%	7293	8404	4.76%	22.20%
R17		NURSE INST	DMH	ATASCADERO SH	11	6877	1022	7899	 	8022	1.56%	7,293	8404		6.39%
R17		NURSE INST	DMH	COALINGA TREATMENT FAC	2	6877	1022	7899		8022	1.56%	7,293	8404	4.76%	6.39%
R17		NURSE INST	DMH	METROPOLITAN SH	4	6877	1022	7899		8022	1.56%	7,293	8404		6.39%
R17		NURSE INST	DMH	NAPA SH	9	6877	1022	7899	 	8022	1.56%	7,293	8404	4.76%	6.39%
R17		NURSE INST	DMH	PATTON SH	5	6877	1022	7899	·	8022	1,56%	7,293	8404	4.76%	6.39%
R17					3	6877	200	7077						4.76%	18.75%
		NURSE INST	DVA	VETERANS HOME	3				-	8022	13.35%	7,293	8,404		
R17 R17		NURSE INST	DVA	BARSTOW VETERANS HOME	1	6877	400	7277		8022 8022	10.24% 13.35%	7,293	8,404	4.76% 4.76%	15.49% 18.75%
	1	NURSE INST	DVA	CHULA VISTA VETERANS HOME	1	6877	200	7077				7,293	8,404		
R17		HLTH SVS SP	DDS	AGNEWS DC	7	6269	400	6669		7665.	14.93%	7318	8030	4.76%	20.41%
R17	 	HLTH SVS SP	DDS	FAIRVIEW DC	21	6269	200	6469		7665	18.49%	7318	8030	4.76%	24.13%
R17		HLTH SVS SP	DDS	LANTERMAN DC	24	6269	200	6469	 	7665	18.49%	7318	8030	4.76%	24.13%
R17		HLTH SVS SP	DDS	NORTHERN CA FACILITY	2	6269	200	6469		7665	18.49%	7318	8030	4.76%	24.13%
R17		HLTH SVS SP	DDS	PORTERVILLE DC	18	6269	200	6469	 	7665	18.49%	7318	8030	4.76%	24.13%
R17	_	HLTH SVS SP	DDS	SONOMA DC	26	6269	200	6469	 	7665	18.49%	7318	8030	4.76%	24.13%
R17		HLTH SVS SP	DDS	SOUTHERN CA FACILITY	3	6269	200	6469		7665	18.49%	7318	8030	4.76%	24.13%
R17		REGISTERED NURSE	DDS	AGNEWS DC	98.3	6239	200	6439		7665	19.04%	7318	8030	4.76%	24.71%
R17		REGISTERED NURSE	DDS	FAIRVIEW DC	138	6239	0			7665	22.86%	7318	8030	4.76%	28.71%
R17	8165	REGISTERED NURSE	DDS	LANTERMAN DC	38	6239	0			7665	22.86%	7318	8030	4.76%	28.71%
		REGISTERED NURSE	DDS	NORTHERN CA FACILITY	5	6239	0			7665	22.86%	7318	8030	4.76%	28.71%
R17	8165	REGISTERED NURSE	DDS	PORTERVILLE DC	30	6239		0200		7665	22.86%	7318	8030	4.76%	28.71%
R17	8165	REGISTERED NURSE	DDS	SONOMA DC	69.5	6239	26	6289	6623	7665	21.88%	7318	8030	4.76%	27.68%

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R17	8165	REGISTERED NURSE	DVA	VETERANS HOME	95.6	6239	200	6439				7,318	8,030		24.71%
R17	8165	REGISTERED NURSE	DVA	BARSTOW VETERANS HOME	5	6239	400	6639	6623	7665	15.45%	7,318	8,030		20.95%
R17	8165	REGISTERED NURSE	DVA	CHULA VISTA VETERANS HOME	19	6239	200	6439	6623	7665	19.04%	7,318	8,030	4.76%	24.71%
R17	8181	NURS CON III SP	DDS	DEVELOPMENTAL SERVICES/ADMIN	3	7644	0	7644	8045	9778	27.92%	8890	10244	4.77%	34.01%
R17	8195	NURS CON II	DDS	LANTERMAN DC	1	6991	0		7966		38.54%	8802	10146	4.76%	45.13%
R17	8195	NURS CON II	DDS	PORTERVILLE DC	1	6991	0		7966		38.54%	8802	10146		45.13%
R17	8197	NURS CON I	DDS	DEVELOPMENTAL SERVICES/ADMIN	1	6399	0		7888			8716	10047	4.77%	57.01%
R17	8197	NURS CON I	DDS	LANTERMAN DC	1	6399	300	6699	7888	9590		8716		4,77%	49.98%
R17	8210	PUB HLTH NURSE II	DDS	AGNEWS DC	1	6837	400	7237	6757	8213		7446	8604		18.89%
R17	8210	PUB HLTH NURSE II	DDS	FAIRVIEW DC	1	6837	200	7037	6757	8213	16.71%	7446	8604		22.27%
R17	8210	PUB HLTH NURSE II	DDS	PORTERVILLE DC	1	6837	200	7037	6757	8213	16.71%	7446			22.27%
R17	8210	PUB HLTH NURSE II	DDS	SONOMA DC	1	6837	0	6837	6757	8213	20.13%	7446	8604		25.84% 6.29%
R17	8210	PUB HLTH NURSE II	DMH	ATASCADERO SH	1	6837	1258	8095	6757	8213	1.46% 1.46%	7,446 7,446	·		6.29%
R17	8210	PUB HLTH NURSE II	DMH	COALINGA TREATMENT FAC	2	6837	1258	8095	6757 6757	8213 8213	1.46%	7,446	8604		6,29%
R17	8210	PUB HLTH NURSE II	DMH	METROPOLITAN SH	2	6837	1258 1258	8095 8095		8213	1.46%	7,446	8604		6.29%
R17	8210	PUB HLTH NURSE II	DMH	NAPA SH	2	6837 6837	1258	8095		8213	1.46%	7,446			6,29%
R17	8210	PUB HLTH NURSE II	DMH	PATTON SH	0.5	7850	1256				15.21%	9,105	9474		20.69%
R17	8212 8212	NURSE PRACTITIONER	DVA	VETERANS HOME BARSTOW VETERANS HOME	1.2	7850	0					9,105			20.69%
R17		NURSE PRACTITIONER	DVA	CHULA VIGTA VETERANS HOME	1.2	7850	0	<u> </u>		 		9,105			20,69%
R17	8212 8213	NURSE PRACTITIONER PUB HEALTH NURSE I	DMH	ATASCADERO SH	1	6269	400	<u> </u>		7695		6,996			20.89%
R17	8213	PUB HEALTH NURSE I	DMH	COALINGA TREATMENT FAC	1	6269	0			7695	22.75%	6,996		 	28.60%
R17	8227	NURSE PRACTITIONER	DDS	FAIRVIEW DC	4	7850	0				15.21%	9105		4.75%	20.69%
R17	8227	NURSE PRACTITIONER	DDS	LANTERMAN DC	1	7850					15.21%	9105	9474	4,75%	20.69%
R17	8227	NURSE PRACTITIONER	DDS	PORTERVILLE DC	2		0		1		15.21%	9105	9474	4.75%	20,69%
R17	8227	NURSE PRACTITIONER	DDS	SONOMA DC	2		0					9105	9474	4.75%	20.69%
R17	8297	PUB HEALTH NURSE I	DDS	FAIRVIEW DC	1	6269				7695		6996	8062	4.77%	24.63%
R17	8297	PUB HEALTH NURSE I	DDS	LANTERMAN DC	1	6269				7695	22.75%	6996	8062	4.77%	28.60%
R17	8297	PUB HEALTH NURSE I	DMH	ATASCADERO SH	1	6269		7527		7695	2,23%	6,996	8062	4.77%	7.11%
R17	9699	HLTH SVS SP/SF	DDS	PORTERVILLE DC	9		200	6469	-		ļ	7318	8030	4.76%	24.13%
R17	9699	HLTH SVS SP/SF	DMH	ATASCADERO SH	27	6269	1258	7527			1.83%	7,318	8030	4.76%	6.68%
R17	9699	HLTH SVS SP/SF	DMH	COALINGA TREATMENT FAC	16			7527	6623			7,318	8030	4.76%	6.68%
R17	9699	HLTH SVS SP/SF	DMH	METROPOLITAN SH	34	6269		7527	6623	7665	1.83%	7,318	8030	4.76%	6.68%
R17	9699	HLTH SVS SP/SF	DMH	NAPA SH •	30	6269		7527	6623	7665	1.83%	7,318	8030	4.76%	6.68%
R17	9699	HLTH SVS SP/SF	DMH	PATTON SH	25	6269		7527	6623	7665	1.83%	7,318	8030	4.76%	6.68%
R17	9699	HLTH SVS SP/SF	DMH	VACAVILLE PSYCH PR	1	6269		7527	6623	7665	1.83%	7,318	8030		6.68%
R17	9700	NURSE PRACTITUR/SF	DDS	PORTERVILLE DC	5	7859	0	7859	8240	9044	15.08%	9105	9474	4.75%	20.55%





Department of Personnel Administration SEIU Plata Equity 1/1/08 Max and 1/1/09 Max

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R17	9700	NURSE PRACTITUR/SF	DMH	ATASCADERO SH	20	7850	2260	10110	8240	9044	0.00%	9,105	10110	 	
R17	1	NURSE PRACTITNR/SF	DMH	COALINGA TREATMENT FAC	4	7850	2260	10110	8240	9044	0.00%	9,105	. 10110		
R17		NURSE PRACTITNR/SF	DMH	METROPOLITAN SH	1	7850	2260	10110	8240	9044	0.00%	9,105	10110		
R17		NURSE PRACTITNR/SF	DMH	NAPA SH	2	7850	2260	10110	8240	9044	0.00%	9,105	10110		
R17	9700	NURSE PRACTITNR/SF	DMH	PATTON SH	5	7850	2260	10110	8240	9044	0.00%	9,105			
P17	9700	NURSE PRACTITUR/SE	DMH	VACAVILLIE PSYCH PR	3	7850	2260	10110	8240	9044	0.00%	9,105	10110	0.00%	0.00%

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